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# Supplier Diversity Policy

**Revised: 9/1/2023**

## **Introduction**

Henniges Automotive is committed to promoting diversity and inclusion in all aspects of our business operations, including our supply chain. This Supplier Diversity Policy outlines our commitment to working with a diverse group of suppliers, including minority-owned, women-owned, veteran-owned, disabled-owned, LGBTQ+-owned, and other historically underrepresented businesses.

## **Policy Statement**

Henniges Automotive is dedicated to:

- Actively seeking and engaging with diverse suppliers.
- Ensuring that supplier diversity is an integral part of our procurement process.
- Encouraging the growth and development of diverse suppliers.
- Measuring and tracking our progress in supplier diversity.

## **Inclusive Procurement**

We believe that a diverse supplier base enriches our business and the communities in which we operate. We will seek opportunities to partner with suppliers who represent diverse backgrounds, experiences, and perspectives.

## **Objectives**

The objectives of our Supplier Diversity Program include:

- Increasing the representation of diverse suppliers in our supply chain.
- Fostering long-term relationships with diverse suppliers.
- Promoting economic growth and sustainability within diverse communities.
- Enhancing innovation and competitiveness through a diverse supplier base.
- Monitoring and reporting on supplier diversity efforts and results.

## **Supplier Identification**

Henniges Automotive will identify and engage with diverse suppliers through various means, including supplier databases, industry associations, trade shows, and outreach programs.

## **Procurement Practices**

We will integrate supplier diversity considerations into our procurement practices, including supplier selection, evaluation, and contract award processes.

**Collaboration**

We will collaborate with diverse suppliers to help them build capacity, grow their businesses, and succeed within our supply chain.

**Reporting and Accountability**

Henniges Automotive will regularly report on our supplier diversity efforts and results, including spending with diverse suppliers. We will hold our organization accountable for meeting supplier diversity goals and objectives.

**Training and Awareness**

We will provide training and awareness programs for our employees and suppliers to ensure understanding and support for our supplier diversity initiatives.

**Review and Updates**

This Supplier Diversity Policy will be reviewed and updated periodically to align with our evolving commitment to diversity and inclusion.

Henniges Automotive's Supplier Diversity Policy aims to create a more inclusive and equitable business environment while also promoting economic growth in diverse communities. We invite our employees, suppliers, and partners to join us in this journey.

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